

ENFIELD BREXIT PANEL: Agenda and Related Documents

Enfield Brexit Panel: Agenda

Date: **1st October 2019**

Timing: **2.00 pm – 3.00 pm**

Venue: **Conference Room, 1st Floor, Civic Centre**

Invitees:

Cllr Ian Barnes, Ian Davis, Andrea Clemons, Bindi Nagra, Claire Johnson, Claire Reilly, David Greely, David Stacey, Deborah McBeal, Despina Johnson, Doug Wilkinson, Fay Hammond, Gemma Young, Glenn Stewart, Harriet Potemkin, Helen Papadopoulos, Jackie Liveras, Jayne Middleton-Albooye, Jeremy Chambers, Jill Harrison, Jinjer Kandola, Julie Mimmagh, Karli Brandon, Kelley Hamilton, Lee Shelsher, Mary Monaghan, Matt Bowmer, Natalie Fox, Paul Danks, Peter Alekkou, Petra Lazar, Sarah Cary, Shaun Rogan, Stacey Walker (NMH), Stuart Lines, Tony Theodoulou

Apologies: Steve Durbin – has a previously arranged event to attend

A G E N D A

- 1 Welcome and Introductions**
- 2 Actions from previous meeting of 17/09/2019**
- 3 Update from Chair following teleconference with Secretary of State for HCLG**
- 4 Risk Register health check (paper attached)**
- 5 Update from the Single Point of Contact (Enfield Council)**
- 6 Operational updates**
 - Metropolitan Police
 - Health leads (external and internal)
 - Enterprise Enfield / NLCCI
 - Citizens Advice Enfield
 - Libraries
 - Communications
- 7 Any other business**

i. Date of next meeting: **14th October 2019**

Enfield Brexit Panel

Tuesday, 17th September 2019 at 3 pm

Actions and Notes

<p>Invitees:</p> <p>Cllr Ian Barnes, Ian Davis, David Greely, Doug Wilkinson, Fay Hammond, Gemma Young, Jackie Liveras, Jayne Middleton-Albooye, Jeremy Chambers, Jill Harrison, Julie Mimmagh, Kelley Hamilton, Paul Danks, Peter Alekkou, Sarah Cary, Shaun Rogan, Stuart Lines, Tony Theodoulou</p>		
<p>Apologies:</p> <p>(Ian Porter (NHS) will no longer be attending Kelley Hamilton is replacing him) Natalie Fox, Andrea Clemons, David Stacey, Despina Johnson, Petra Lazar, Bindi Nagra, Claire Johnson, Claire Reilly, Deborah McBeal, Glenn Stewart, Harriet Potemkin, Helen Papadopoulos, Jinjer Kandola, Karli Brandon, Lee Shelsher, Mary Monaghan, Matt Bowmer, Natalie Fox, Stacey Walker (NMH)</p>		
1.	<p>Welcome and Introductions</p> <p>The Chair and panel introductions.</p>	ACTIONS
2.	<p>Actions from previous meeting of 3 September 2019</p> <p>The actions from the meeting of 3 September were completed / update given and the notes agreed.</p> <ul style="list-style-type: none"> • Noted the uploading process onto the Council website was completed on time and thank you to all those that helped get the final alternations to the Risk Register in place. • Noted letter went out – thank you to all those who were involved. Meeting with the community took place. • Noted company called Origins engaged to do report / piece of mapping webb. Report due end of this week. Origins very specific software which can pinpoint street by street, house by house where EU nationals are living. Useful tool. • CAB extended service into Edmonton Green Library 	
3.	<p>Risk Register Health check (paper attached)</p> <ul style="list-style-type: none"> • Implications of release of Operation Yellowhammer • Agreed to put some money aside from the Brexit grant for the food bank. Shaun Rogan to liaise with Kerry from Food Bank and report back. • New section to be added to the risk register – generic welfare section food and fuel 	<p>Shaun Rogan</p> <p>Gemma Young</p>

	<ul style="list-style-type: none"> Schools, hospitals and care homes - to contact food suppliers to ensure they have sufficient stock to get through a possible critical six-week period. Place on Risk Register. <p>Operation Yellowhammer The Chair went through the document.</p> <ul style="list-style-type: none"> Increase immigration checks at EU borders – David Greely to pick up in next comms update. Increase in Electricity prices – Welfare of residents added to Risk Register. Medicines – Stuart Lines attending an EU Exit Workshop - more detail will be provided to the panel at the next meeting. Government’s own Brexit campaign – David Greely to check whether these issues are covered. Flu jab campaign – Agreed to run the campaign before 31 October. Data Information – Steve Durbin to be invited to the next Brexit Panel meeting for an update. The Commission and Individual member states do not agree to extend the current healthcare arrangements for UK state pensioners and tourists beyond 31 October 2019 – When the government issues guidance we will post on our website. Noted our fuel is constantly being topped up. Will do a top up before 31 October – check Risk Register 	<p>Tony Theodoulou / G Young</p> <p>David Greely</p> <p>Gemma Young</p> <p>Stuart Lines</p> <p>David Greely</p> <p>Paul Danks</p> <p>David Greely</p> <p>Gemma Young</p>
<p>4.</p>	<p>Update from the Single Point of Contact (Enfield Council)</p> <ul style="list-style-type: none"> Jeremy Chambers attended London Resilience Forum Brexit Summit 16 September – JC gave an update. Noted in a recent study an 8% increase in food prices will lead to the doubling of the number of families vulnerable to food poverty. Lots of discussion regarding responsibility for food supply and who has legal duty. Lack of clarity by government. Very confident about London’s ability to cope because of the coordinated work of the London Authorities. London Brexit scenarios discussed. Table top testing. 	

	<ul style="list-style-type: none"> • Fuel crisis – Iranian fuel attack will have impact, largest increase in fuel prices. • Police Planning – organisations themselves should make sure they have adequate security – police will just deal with civil unrest. 	
5.	<p>Operations Updates</p> <p>Metropolitan Police Written update provided by Petra Lazar outlined below:</p> <ul style="list-style-type: none"> • Police aware that local authorities using Op Yellowhammer document as a guide for what to consider in terms of potential issues and how to respond. • Police being involved in immigration enforcement – waiting for an organisational response, will give update at next meeting. • Resourcing, welfare of staff and business continuity. Police continue with weekly internal conference calls with Front Line Policing ‘Bronze’ who coordinate all 12 BCU Brexit SPOCs activity with respective local authorities. • The non-policing of petrol station forecourts, shop queues created by any potential food/medicine shortages. Police waiting for further communication on this but we may also want to discuss with BIDs, NHS Trust partners etc. <p>Health Leads (external & internal)</p> <p>Update from NHSE</p> <ul style="list-style-type: none"> • Medicines - no changes to the previous guidance, there will be no shortages caused by the EU exit therefore no need to stockpile. <p>Enfield and Haringey Mental Health Trust – aware of events and having regular meetings and discussing key issues.</p> <p>Written update provided by David Stacey outlined below</p> <ul style="list-style-type: none"> • Liaising with CAB re on site focused sessions for staff members applying for settled status • Still no obvious sign of increase in staff turnover as a result of the current uncertainty • NHS has issued guidance to patients regarding the supply of medicines – this has been cascaded to frontline staff so that they can 	

	<p>provide the required reassurance as to the continuity of medicines supply.</p> <ul style="list-style-type: none"> • NHS London region has provided some DRAFT lines of enquiry which will inform an assurance exercise starting on or around 20/9. NHS working through these through their emergency planning forum. In comparison to previous exercises there seems to be a greater emphasis on food shortages. • Stuart Lines to attend the NHS London Brexit summit on 19/9 and will provide a further written update, or verbal at the next panel meeting <p>CAB Enfield</p> <ul style="list-style-type: none"> • Staff at Edmonton library were very helpful to the many EU nationals that turned up for help with their EU registration. As many as 80 people queued up outside the library. • Agreed to send further communication to outline what information is needed for the registration - email log in details, passport etc. • Council tax bills needed as proof of residency – Revs & Bens team to help provide this information. • Agreed CAB should be given additional resources. <p>Libraries</p> <ul style="list-style-type: none"> • Item deferred. <p>Communications</p> <p>David Greely gave update:</p> <ul style="list-style-type: none"> • Gov.uk has yellow hammer on their website – insert on our Brexit page to go to the government’s own website 	
6.	<p>Any Other Business</p> <ul style="list-style-type: none"> • Date of next meeting 1 October 2019 2 pm in Conference Room 	

Changes made to Risk Register since meeting of 17th September 2019

There have been no changes to the Long-Term Risk register.

100 Day Risk Register – Changes

BR1 – Fuel Shortage – Under Controls > “Operational contingency plans in place”
“National and local fuel plans in place” *has been added*

Under Actions > “Plans to prioritise operations/ essential services in place.” *has been added*

Under Lead this is now “People” not “CEX”

BR9 – Data Protection & Compliance – Under Actions > “Discussion ongoing to migrate existing cloud-based data to UK servers” *has been added*

3 New Codes added

BR10 – European Elections > N/A

BR11 – Housing checks and immigration right to rent. Impact of updated guidance.

BR12 – Welfare: Increased costs and supply shortages may lead to a fall in the standard of welfare, including food insecurity & fuel poverty,

Direction of Travel – Short-Term Brexit Risk Register, Day 1-100, As at 26th September

RISK	INITIAL RISK LEVEL	RESIDUAL RISK LEVEL FEB 19	RESIDUAL RISK LEVEL SEP 19	DIRECTION OF TRAVEL
<p>BR0 – Preparedness Inadequate preparations made by the Council in the event of a “No Deal” Brexit will result in significant disruption to services.</p>	HIGH	MEDIUM	MEDIUM	
<p>BR1 – Fuel shortage Fuel shortage caused by panic buying and/or delays to supply, causes disruption to key services</p>	HIGH	HIGH	MEDIUM	
<p>BR2 – Medicine shortages Delay in access to medicines and/or shortage of supply may result in increased costs and disruption in service</p>	HIGH	HIGH	MEDIUM	
<p>BR3 – Civil Unrest Uncertainty may cause panic buying, riots and disturbance</p>	HIGH	MEDIUM	LOW	
<p>BR4 – Staffing Uncertainty of the Brexit process may lead to staff disruption/absences.</p>	MEDIUM	LOW	LOW	
<p>BR5 – Funding in first quarter post Brexit Temporary delay on EU direct funding/grants scheduled to be received in first quarter post Brexit.</p>	MEDIUM	LOW	LOW	
<p>BR6 – Anxiety and Stress Increased levels of anxiety and stress amongst population and staff may lead to an increase in demand on services.</p>	HIGH	HIGH	MEDIUM	

BR7 – Community offer Inadequate provisions and/or communications by LBE regarding services offered to facilitate transition post Brexit for EU residents of the Borough	HIGH	HIGH	MEDIUM	↓
BR8 – Supply chain Disruption to supply chain may cause adverse effects on delivery of services and/or increased costs.	HIGH	MEDIUM	LOW	↓
BR9 – Data Protection & compliance Data transfers between the UK and EU / US may not be legal or compliant and could be open to challenge.	MEDIUM	N/A	MEDIUM	↔
BR10 – European elections Preparations – logistics/security etc.	HIGH	N/A	N/A	CLOSED
BR11 – Housing checks and immigration right to rent. Impact of updated guidance.	LOW	N/A	LOW	NEW
BR12 - Welfare Increased costs and supply shortages may lead to a fall in the standard of welfare, including food insecurity & fuel poverty,	MEDIUM	N/A	LOW	NEW

Short-Term Brexit Risk Register, Day 1-100 (September 2019)

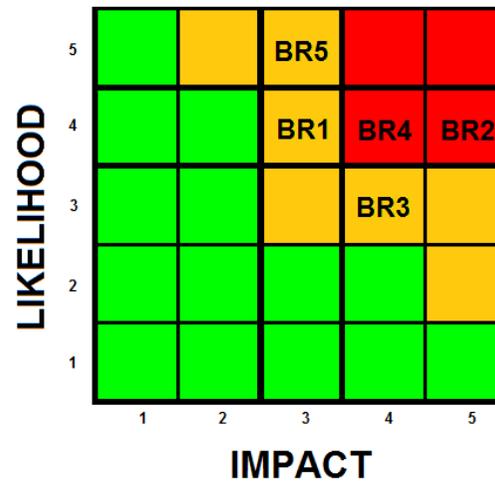
Risk Ref / Title / Detail / Description	Initial Risk	Controls – What we have in place	Current Risk	Actions – What we still need to do	Lead Department / Target Date	Update / Changes
<p>BR0 – Preparedness</p> <p>Inadequate preparations made by the Council in the event of a “No Deal” Brexit will result in significant disruption to services.</p>	HIGH	<ul style="list-style-type: none"> - Brexit Panel set up, ToR agreed - Panel membership includes Police, LFB, CAB and North Middlesex Hospital. - Part of the London wide “Brexit” group - Budget of £210k available. Spend £8k in 2018-19 (devices); £70k commitment for CAB advice agreed. 	MEDIUM	<ul style="list-style-type: none"> - Continue to liaise with regional/national partners to ensure readiness and feed relevant local information to Government as requested. - Ensure prompt circulation of new information to Panel members for action/information - Proposal pending for areas of potential future commitment (communication team and staffing resource) 	<p>CEX</p> <p>Ongoing</p>	- Actions ongoing
<p>BR1 – Fuel shortage</p> <p>Fuel shortage caused by panic buying and/or delays to supply, causes disruption to key services</p>	HIGH	<ul style="list-style-type: none"> - Fuel reserves held with regular deliveries to keep fuel tanks topped up. - Operational contingency plans in place - National and local fuel plans in place 	MEDIUM	<ul style="list-style-type: none"> - Plans to prioritise operations/ essential services in place. - Continue to monitor situation via Single Point of Contact network to regional/national guidance 	<p>PLACE</p> <p>Ongoing</p>	<ul style="list-style-type: none"> - Controls and actions updated - Lead dept changed from CEX
<p>BR2 – Medicine shortages</p> <p>Delay in access to medicines and/or shortage of supply may result in increased costs and disruption in service</p>	HIGH	<ul style="list-style-type: none"> - NHS national co-ordination centre leading on this issue and will update when information becomes available. - Supply of all flu vaccinations are now in the country - Panel is attended by North Middlesex Hospital representative 	MEDIUM	<ul style="list-style-type: none"> - Further updates to brought back to the meeting as information becomes available. - Chase Farm, Enfield CCG & Barnet, Enfield and Haringey Mental Health invited to attend next Panel meeting. 	<p>PEOPLE</p> <p>1 October 2019</p>	- Actions updated

<p>BR3 – Civil Unrest</p> <p>Uncertainty may cause panic buying, riots and disturbance</p>	<p>HIGH</p>	<ul style="list-style-type: none"> - Existing emergency plan in place - Gold command in place 	<p>LOW</p>	<ul style="list-style-type: none"> - Lead officers to continue to monitor and disseminate information from relevant agencies. 	<p>CEX Ongoing</p>	<p>- Actions ongoing</p>
<p>BR4 – Staffing</p> <p>Uncertainty of the Brexit process may lead to staff disruption/absences.</p>	<p>MEDIUM</p>	<ul style="list-style-type: none"> - Unlikely to see any issues until 2020 - No concerns raised by staff or management 	<p>LOW</p>	<ul style="list-style-type: none"> - No further actions planned, Risk currently at an acceptable level 	<p>Not applicable</p>	<p>-No change</p>
<p>BR5 – Funding in first quarter post Brexit</p> <p>Temporary delay on EU direct funding/grants scheduled to be received in first quarter post Brexit.</p>	<p>MEDIUM</p>	<ul style="list-style-type: none"> - Exposure currently at a very low level with no disruption expected 	<p>LOW</p>	<ul style="list-style-type: none"> - No further actions planned, Risk currently at an acceptable level 	<p>Not applicable</p>	<p>-No change</p>
<p>BR6 – Anxiety and stress</p> <p>Increased levels of anxiety and stress amongst population and staff may lead to an increase in demand on services.</p>	<p>HIGH</p>	<ul style="list-style-type: none"> - Crisis communication plan in place - Webpage updated 	<p>MEDIUM</p>	<ul style="list-style-type: none"> - Deliver agreed communications plan and update/amend as needed 	<p>CEX Ongoing</p>	<p>- Actions ongoing</p>
<p>BR7 – Community offer</p> <p>Inadequate provisions and/or communications by LBE regarding services offered to facilitate transition post Brexit for EU residents of the Borough</p>	<p>HIGH</p>	<ul style="list-style-type: none"> -Council has agreed to provide some community support via its 4 flagship libraries -LBE & CAB to deliver joint community offer services to local people. -Funding for CAB agreed on 9 April 2019 to enhance services to local people. 	<p>MEDIUM</p>	<ul style="list-style-type: none"> -CAB offer at our flagship libraries being promoted as part of our overall Brexit information campaign. -Enfield Town and Palmers Green are in a good position, additional work required with Edmonton Green and Ordnance Road libraries. 	<p>RESOURCES Ongoing</p>	<p>- Actions ongoing</p>

<p>BR8 – Supply chain</p> <p>Disruption to supply chain may cause adverse effects on delivery of services and/or increased costs.</p>	<p>HIGH</p>	<p>- Analysis of existing emergency suppliers identified no issues</p>	<p>LOW</p>	<p>Extensive exercise being carried out on critical suppliers to identify any potential issues</p>	<p>CEX 1 October 2019</p>	<p>- Action updated.</p>
<p>BR9 – Compliance of Data and Applications</p> <p>Data transfers between the UK and EU / US may not be legal or compliant and could be open to challenge.</p>	<p>MEDIUM</p>	<p>- DPO in place - Regulatory framework will be unaffected - All data and applications held by existing suppliers is hosted in the UK, or is under contracts relying on standard contractual clauses which will continue to be valid post-Brexit. - All new cloud based data will be hosted on UK servers</p>	<p>MEDIUM</p>	<p>- DPO to be invited to attend next meeting - Discussion ongoing to migrate existing cloud based data to UK servers.</p>	<p>CEX / RESOURCES 1 October 2019</p>	<p>- Risk wording amended - Risk mitigations updated</p>
<p>BR10 – European elections</p>	<p>HIGH</p>	<p>N/A</p>	<p>LOW</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
<p>BR11 – Housing checks and immigration right to rent. Impact of updated guidance.</p>	<p>LOW</p>		<p>LOW</p>	<p>- Housing representative to be invited to future meeting</p>	<p>PLACE 1 October 2019</p>	<p>- New risk, to be discussed</p>
<p>BR12 - Welfare</p> <p>Increased costs and supply shortages may lead to a fall in the standard of welfare, including food insecurity & fuel poverty,</p>	<p>MEDIUM</p>	<p>- Alongside the Council’s regular donations, additional funds will be made available to local food banks if necessary. - Monitor homelessness applications closely</p>	<p>LOW</p>			<p>- New risk, agreed at the last Panel meeting. - Controls added</p>

Brexit Longer term risk assessment - to be explored further

Risk Ref / Title / Detail / Description	Impact	Likelihood	Risk Level	Lead Department
BR1 - Workforce (See Pages 7-16)	3	4	MEDIUM	CEX
BR2 – Financial (See Pages 17-22)	5	4	HIGH	RESOURCES
BR3 – Legal (See Pages 23-32)	4	3	MEDIUM	CEX
BR4 - Suppliers/Goods (See Pages 33-40)	4	4	HIGH	RESOURCES
BR5 – Community (See Pages 41-44)	5	3	MEDIUM	CEX / PEOPLE



Department/ Service area	What is impacted	How is it impacted following a 'Brexit no deal'	What is the longer-term impact following a 'Brexit no deal'	Is the impact already factored into current planning or risk management?	Mitigating actions –	Impact Score	Likelihood	Risk Level
RISK CATEGORY 1: Workforce						3	4	MEDIUM
Resources	Recruitment/staff availability - particularly catering and care workers	Medium risk - Vacancy increase, service delivery risk if not able to recruit	Low risk - Impact on cost – if recruitment issues may result in wage increase	Service flexible to deal with small changes		2	3	LOW
Communications Team	No impact.	No impact on Communications team workforce. Increase in internal and external communications sign-posting affected employees and residents to Government guidance.	Reduction in EU workforce in some areas of Council and some sectors based in borough (social care, construction industry). Increased communications to keep residents informed on impacts on service levels/projects & support recruitment drives.	Watching brief.	No impact on Communications team workforce. In case of no deal will need to 'flex' existing resource - reducing other comms activity to allow for greater focus on impact of Brexit.	2	2	LOW

Place – OPERATIONAL SERVICES	Mild – possibly up to 20% EU staff in extreme case, but unknown	Some impact on workforce	Renegotiation of labour, changes to employment law, loss of % of workforce. Possible increase in staff costs and difficulty recruiting.	Not sufficiently	None to date	3	2	LOW
Place – Capital Projects	Our Workforce – very little. But Construction supply chain will be affected as have high % of EU citizens.	Unclear	Significant – increase in workforce costs could hamper ability of deliver capital projects	We are listening and watching		3	3	MEDIUM
AD Youth and Service Development	The YOU employ nationals from various EU nations and if these staff were to leave they would lose extremely experienced senior staff.	None. My understanding is that the government has already guaranteed the rights of EU nationals in the UK regardless of whether we get a deal or not.	There is potential for staff to leave and return to their home nations or other parts of the EU if issues such as banking, money transfer (to family back in EU) and travel etc become more problematic. However, the issue is believed to be only a low to	The YOU have quite extreme problems recruiting permanent and agency staff. The EU nationals working in the YOU are extremely good and experienced staff, two in management positions, and would be hard to replace in a good recruitment market	A complete review of recruitment and retention. MFS for key posts. New recruitment campaigns. “Grow your own” and students development schemes.	3	3	MEDIUM

			<p>medium risk (of occurring but high risk of harm if this issue did materialise) as these staff have been in the YOU for a long time, in one case over 10 years, and are have built lives in the UK and have reduced their links to their home nations.</p>	<p>but in a poor one, with the potential to become worse after Brexit, the task of replacing them would be extremely problematic.</p> <p>There are no indications these staff will leave under any Brexit scenario but the risk of them leaving and the impact on the YOU has been assessed and YOU management are currently developing plans to deal with the loss of these employees.</p>				
<p>Adult Social Care</p> <p>Nationally 5.6% of NHS staff have come from outside the UK but from within the EU. It is 7% within social care.</p>	<ul style="list-style-type: none"> Free movement of people within the EU Mutual recognition of professional qualifications 	<p>Potential for increased shortage of key staff (care staff/qualified nurses)</p> <p>Arrangements for mutual recognition of professional</p>	<p>Reduced Health and Social Care Workforce, increasing costs.</p> <p>Inability to provide core services so increased Delayed Transfers of Care</p>	<p>No.</p> <p>The announcement that EU citizens currently living in the UK will be able to remain. Hopefully it will persuade as many</p>	<p>Care Home and Domiciliary care providers have been provided with information about arrangements for EU Citizens</p>	3	3	MEDIUM

Recruitment & retention of key roles (eg nurses and care staff) is an existing problem which may be exacerbated by a no deal scenario	<ul style="list-style-type: none"> <u>The working time directive.</u> 	<p>status my change for some workers.</p> <p>WTD unlikely to change at least in the short term</p>	<p>from Hospital. Provider failure.</p>	<p>of them as possible to stay and continue to make a valuable contribution to the health and care workforce.</p> <p>Some councils are agreeing to fund the cost of registration for EU citizens in key roles already working in the UK in health and social care</p>	<p>remaining after Brexit.</p> <p>EMT have discussed and agreed staff can claim cost of registration process.</p>			
Public health	Number of staff are from the EU	Minimal	Negative impact on ability to recruit	No	None available. Will only be able to advertise within a smaller pool.	2	2	LOW
Children and Family Services	<p>There are a number of EU regulations that impact on the health and care system, including:</p> <ul style="list-style-type: none"> the working time directive. 	Recruitment and retention of EU nationals in some parts of the workforce will contribute to shortages of key staff.	<p>Reduced Social Care Workforce, increasing costs.</p> <p>In ability to provide core statutory services due to major recruitment problems.</p>	<p>No.</p> <p>The announcement that EU citizens currently living in the UK will be able to remain. Hopefully it will persuade as many of them as possible</p>	<p>Brexit is now a standing OMG agenda item.</p> <p>All known affected staff identified have been spoken too within service areas and no staff thus far</p>	3	3	MEDIUM

		Arrangements for mutual recognition of professional status might change for some workers.		to stay and continue to make a valuable contribution to the social care workforce.	have indicated they will be leaving			
School Early Years Improvement Service	No anticipated impact	No anticipated impact	Longer term – any drop in learner numbers attending Enfield schools will impact adversely the funding available to deliver the service. The same applies to any drop in children aged 0-4 attending private, voluntary and independent sector settings, as the Council service is funded based on pupil numbers.	No		1	1	LOW
SEP & AM	Construction industry workers	Lack of skilled available workers in the construction industry	Possible longer contract periods with associated increased costs	Insufficient data to plan accurately	Contingency will be increased to try and offset and cover the risk this will result in fewer projects.	3	3	MEDIUM

					Risks will be incorporated in scheme risk registers and budgeted and mitigated on a case by case basis			
Legal and Complaints	<p>To the extent that all employees are affected.</p> <ul style="list-style-type: none"> • We have 2 EU nationals in legal • Professional qualifications, would European qualifications be recognised 	Low	Low	No	<p>Speak with Affected staff, consider what their plans are, reassure them.</p> <p>Be guided by the Council approach</p>	2	2	LOW
HR1	Ethnicity is collected but not nationality	Whether there is a 'deal' or 'no deal' the Council will need to collect data for EU nationals to understand who is likely to have an automatic right to work in the UK.	Additional process to collect and record nationality for both existing and new staff.	Yes	<p>Communication planned to contact existing staff to inform and collect nationality data for EU nationals working at LBE.</p> <p>Preparing process to inform and</p>	3	4	MEDIUM

		The right to work may change if there is a 'no deal' situation.			gather this information for new joiners.			
HR2	Systems and processes to record nationality and details relating to right to work status including any time limits.	Whether there is a 'deal' or 'no deal' the Council will need to record data and have systems in place to monitor on-going right to work. This will need to include dates for future action if right to work is time limited, e.g. EU citizens currently living in the UK will have up to two years to apply for 'Settled Status'.	On-going monitoring to ensure existing and new staff submit copies of relevant documents to confirm their right to work.	Yes	Reviewing existing SAP functionality and preparing a specification for any changes that will/may be required.	2	3	LOW
HR3	EU citizens currently have an automatic right to work in the UK.	'Deal' – Settled Status agreement 'No deal' – uncertainty relating to on-going rights of EU citizens to	Uncertainty may be stressful for staff and managers. Could impact on the Council's ability to	Yes	Communications Planning for 'Settled Status' arrangements. Workforce planning and on-going	3	4	MEDIUM

		work and reside in the UK	<p>attract and retain good workers.</p> <p>May limit the potential talent pool and impact on the Council's ability to recruit good staff.</p> <p>Need to understand the rights of EU nationals arriving in the UK post-Brexit.</p>		<p>monitoring of recruitment and external labour market.</p> <p>Planning for different scenarios. 'No-deal' – if UK nationals currently working in Europe return to the UK this could mitigate against the loss of EU nationals in the British labour market.</p>			
HR4	Managers may not understand the rights of EU Citizens to work in the UK post-Brexit	<p>Managers will need to understand the rights of their workforce in the event of a 'deal' or 'no deal' scenario.</p> <p>This will impact on their workforce plans and could result in potential disruption to their service.</p>	<p>Supporting and advising staff and managers.</p> <p>Robust workforce planning.</p> <p>Potential impact on candidate pools when recruiting.</p>	Yes	<p>Communications and information for managers.</p> <p>Review and update Recruitment & Selection Training.</p> <p>Review and update relevant HR policies and guidance.</p>	3	4	MEDIUM

HR5	Workforce sourced from a wider EU market contributing to a diverse workforce and the benefits this brings.	This could have a negative impact on the Council's equality and diversity across the workforce.	Could result in fewer EU nationals within the Council's workforce.	Yes	Complete an EqIA. Monitor trends and review initiatives to mitigate any impact.	3	3	MEDIUM
HR6	Interims and agency workers sourced from a wider EU labour market	As per the directly employed workforce.	As per the directly employed workforce.	Yes	Work with Matrix and the supply chain to ensure suppliers have plans in place to mitigate against any potential risk.	3	3	MEDIUM
HR7	Some services rely on a high volume of EU nationals within their workforce.	This could result in difficulties in recruitment and retention. Some of these areas employ lower graded/lower paid staff.	Staff may feel unsupported and may encounter problems paying for the Settled Status application. Some staff may be unaware of the need to register and apply for Settled Status and may lose their right to work. This could present problems retaining	Yes	Staff communications to ensure staff are aware and understand their responsibilities. Review workforce plans. Consider whether low paid workers require any support or short-term loan to apply for Settled Status.	3	4	MEDIUM

			and recruiting staff in these services.		Support services to complete robust workforce plans			
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Department/ Service area	What is impacted	How is it impacted following a 'Brexit no deal'	What is the longer-term impact following a 'Brexit no deal'	Is the impact already factored into current planning or risk management?	Mitigating actions –	Impact Score	Likelihood	Risk Level
Risk Category 2: Financial						5	4	HIGH
Resources	<p>Pension investments (£1bn) – reduces in value a result of markets etc and requires additional pension contributions. Valuation date is 31 March 2019 but will influence 2020-21 budget.</p> <p>Increase in cost pressures on the council budget e.g. increased demand in service, increase in prices</p>	<p>None</p> <p>Potential – but managed through treasury advice.</p>	<p>Medium risk – budget 2020-21 and beyond budget pressure</p> <p>Medium Risk – managed through treasury advice and Treasury Strategy</p>	<p>Mitigation will be robust conversations with Actuary and their assumptions. Note currently favourable returns means that we are 100% funded, so healthy base point.</p> <p>The council holds a Risk Reserve totalling £14m; risks associated with Brexit are covered within this reserve.</p> <p>Integrated into our usual processes to manage our borrowing, Treasury</p>		5	4	HIGH

	Interest rate rises on borrowing impacts on the revenue budget	Following professional advice, action already been taken to take advantage of exceptionally low PWLB interest rates for planned borrowing.		Strategy sets strategic view (Feb19)				
Communications Team	No impact other than if economy affects wider funding levels for local authorities from central government.	N/A	N/A	N/A	N/A	1	1	LOW
Place – Capital Projects	A proportion of our grant funding comes from EU agencies					3	3	MEDIUM
AD Youth and Service Development	Whilst no services receive funds from the EU in the case of a no deal Brexit any negative impact on the economy and government finance will likely have an impact on service funding.	Whilst no services receive funds from the EU in the case of a no deal Brexit any negative impact on the economy and government finance will likely	Whilst no services receive funds from the EU in the case of a no deal Brexit any negative impact on the economy and government finance will likely	No. The services have been reduced considerably since 2010 and more savings are already planned. Any impact on finances caused by Brexit will be dealt with in the same way as all previous	We are developing a bigger pool of volunteers and more group work but any loss of staffing due to budgets reductions will increase vulnerability for young people and	2	3	LOW

		have an impact on service funding.	have an impact on service funding.	budget reductions have been dealt with.	risk for the community.			
Adult Social Care	The UK is a net contributor to the EU. It is the government's intention to use funding released to provide additional funding to domestic priorities such as health and social care. Evidence already in financial statement where NHS allocated 27billion over 4 years (20 billion increase in real terms)	If independent forecasts are correct and Brexit has a significant long term negative impact on the economy, this will reduce the funding available for health and social care.	The NHS and social care are already struggling to manage within their existing budgets. If economic performance dips as forecast there could be a further squeeze funding for public services such as health and social care.	No	Adults Social Care budgets are supported through the MTFP plan for the Council	3	3	MEDIUM
Public health	Drop in GDP likely to impact on LA and PH budgets	Minimal	UK economy to grow at slower pace	No	None	3	3	MEDIUM
Children and Family Services		If independent forecasts are correct and Brexit has a significant long term negative impact on the economy, this will	Social care are already struggling to manage within their existing budgets. If economic performance dips as forecast there could be a further	No	We will regularly monitor through OMG, track any trends and pressures respond and escalate accordingly.	2	3	LOW

		<p>reduce the funds social care.</p> <p>Increased financial pressures on staffing and client costs due to families suffering increasing poverty and NRPF and increase in adolescents coming into care.</p>	<p>squeeze funding for public services such as health and social care.</p> <p>Long term potentially more UASC arriving. Increased pressure on section 17 budget, more NRPF families and increased LAC and leaving care population</p>					
School Early Years Improvement Service	<p>School funding settlement based on Enfield resident population – contributed to by EU nationals.</p> <p>EU funding is available to complement mainstream education – via ESF employability programmes aimed at vulnerable learners eg NEETs</p>	<p>Not fully sure what the net impact will be – reduced ESF probably more immediate than the slower lagged response to DfE schools budgets.</p>	<p>Longer term we need to recognise that European funds will be lost but as we are a net contributor – this may result in further funding per head of population in future.</p> <p>How this will impact on future Spending reviews</p>	<p>Loss of ESF funding already factored in – although not necessarily fully appreciated. This is likely to have a further pressure on mainstream budgets</p>	<p>Early Years services will continue to seek additional funding streams.</p>	3	3	MEDIUM

			<p>and the current drive towards devolution will be interesting to see. Continued governments appear equally committed to addressing the current technical skills gap.</p> <p>As previously stated, any reduction in population would likely lead to a reduction in available funding for early years services, as this is based on pupil numbers.</p>					
SEP & AM	Central Government Grants	Central Government Grants are insufficient to deliver school buildings	Council increases borrowing to deliver building projects.	Insufficient data to plan accurately	Council made aware of risks via Capital Monitor so high level mitigation can be looked at Corporately	4	3	MEDIUM

Legal and Complaints	Indirectly as we advise on some projects that receive European funding (ok until end 2020) Austerity cuts to plug the European funding loss.	Low to Dept	Low	No	Need to develop expertise in funding	2	3	LOW
Resources	Risk that economy or unintended consequences results in increase in poverty – resulting in increase in financial hardship which indirectly impacts on resources (financial and capacity etc)	None	Medium Risk - Potential ongoing cost pressures need to increase requirement for savings in MTFP	No specific budget provision for Brexit, immediate issues would need to be funded through reserves and longer term via the MTFP process		3	3	MEDIUM
Resources	Business Rates income reduction if businesses exit	None	Undetermined		Existing Business Rate Risk Reserve	3	3	MEDIUM

Department/ Service area	What is impacted	How is it impacted following a 'Brexit no deal'	What is the longer-term impact following a 'Brexit no deal'	Is the impact already factored into current planning or risk management?	Mitigating actions –	Impact Score	Likelihood	Risk Level
Risk Category 3: Legal						4	3	MEDIUM
Resources	For Deputyship clients – ensure that they are supported to apply (as appropriate) for EU settled status.				Check that will be picked up in ASC workstream	3	3	MEDIUM
Place – OPERATIONAL SERVICES	Some environmental obligations and legislation. We check right to live and recourse to public funds in housing and homelessness.		Unclear			3	3	MEDIUM
AD Youth and Service Development	The YOU is a statutory service with the aim of preventing offending and re-offending. Additionally, they have statutory child protection and welfare responsibilities and also they have the	There is an area which will have limited effect on services regardless of the type of Brexit. However, working on some individual cases may become more	In the longer term these issues will become identified and will be dealt with on a national level and case law etc will be developed that will	Not as yet. More work needs to be done to fully identify the potential risk and who it will affect before planning can be done to mitigate the risk.	Research has started regarding level of issue and from that research a plan will be developed.	3	3	MEDIUM

	<p>normal range of statutory responsibilities regarding employment law, Environmental law, Health and Safety, Equalities legislation and data protection legislation etc.</p> <p>EU directives are embedded in many aspects of the law and will likely be retained after Brexit. A main consideration would be data protection e.g. sharing information with EU countries post Brexit regarding clients but EU GDPR has been fully implemented in UK law and so post Brexit UK and EU data protection systems will align so no major concerns.</p>	complex and require a lot more work due to new complexities that may come into play post Brexit,	improve the situation.					
Adult Social Care	The statutory duties within health and social care are determined by UK	No change	No change	no	N/A	2	2	LOW

	legislation, principally the health and social care act 2012 and the Care Act 2014							
Public health	<p>Weakening of response to pandemic (no longer in relationship with European Centre for Disease Prevention and Control).</p> <p>Evidence-base degraded as not in contact with European Education and Research bodies.</p> <p>Possible for UK to leave the European Tobacco Directive</p> <p>Possible for UK to leave Article 168 of the Lisbon Treaty (e.g. a high level of health in all policies)</p> <p>Food regulation (EU legislation relating to, for example, food standards,</p>	Minimal	Potential negative effects from all policies stated. Withdrawing from treaties on food standards, tobacco and health in all policies likely to have a negative effect on health of the public. The potential threat to NICE would be to open the healthcare market to non-evidence - based advertising and cost-inflation.	No	<p>None.</p> <p>None</p> <p>Local work on tobacco but unlikely to mitigate full effects</p> <p>None</p>	2	2	LOW

	antimicrobial resistance. Position and status of NICE could be undermined by US pharmaceutical companies.				None			
Children and Family Services	Unclear as to what legislative duties will be there to support those families that currently access state benefits and don't return to their country of origin.	Increase number of families with NRPF. Increase in number of adolescents abandoned into L.A care (wanting to stay to complete education etc.) while their families leave the UK.	Increased pressure on Children's social care including increased NRPF, LAC and care leavers.		We will regularly monitor through OMG, track any trends and respond and escalate accordingly.	4	3	MEDIUM
School Early Years Improvement Service	Statutory responsibilities currently stretch the LA resources significantly	Any immediate impact likely to lessen the pressure on the LA's finite resources	Longer term we may continue to see a drop in numbers attending Enfield schools – whilst this will potentially ease the pressure on statutory services it will also reduce the level of	To a certain extent		3	3	MEDIUM

			<p>school/education funding received.</p> <p>The LA will still be able to discharge its statutory responsibility in terms of children aged 0-4; however, less funding may be available to do this.</p>					
SEP & AM	Statutory obligations to deliver school places	Construction industry is unable to meet the demand from LA's	Reputational risk if unable to deliver sufficient places also legal risk if litigious parent of a pupil without a place take the LA to court	Insufficient data to plan accurately	Risks will be incorporated in scheme risk registers and budgeted and mitigated on a case by case basis	4	3	MEDIUM
Legal and Complaints	<p>Monitoring of statutory duties affects our department</p> <p>Legislation changes The list of areas affected is vast. Identified Brexit impact areas include;</p>	Low to Medium in terms of resource	Low	No	<p>Identify Key Officers to track legislation and develop processes for disseminating the information.</p> <p>Pooling knowledge with other local authorities</p>	3	3	MEDIUM

	<p>procurement, state aid, employment, waste/recycling & landfill, transport, air quality, consumer rights, service regulations, information governance, ports, trade, borders etc</p> <p>The Government will quickly have to consider:</p> <ul style="list-style-type: none"> • Which laws should be kept? • Which laws should be amended? • Which laws should be repealed altogether? • What are the risks? What are the opportunities? • Consequences of secondary legislation? 							
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	The legal department would need to be live to the changes the Government are making and need to be able to disseminate information on changes quickly to departments. The changes may also impact on processes within the legal department.							
AD Youth and Service Development	There are sometimes some complexities around some clients regarding their immigration status e.g. as the former colonial power Portugal is/was giving nationality to people from Angola, these people then entered EU not to go to Portugal but to go to other EU nations. Likewise people given asylum and Citizenship in one EU nation may travel to another. Post	Only a very few clients will be from the category, but the situation will have to be considered and monitored to ensure these people are fully supported.	Only a very few clients will be from the category, but the situation will have to be considered and monitored to ensure these people are fully supported.	The YOU will soon be auditing clients over the last five years to see how many such clients there potentially are. This information will be analysed for potential impact.	Research has started regarding level of issue and from that research a plan will be developed.	3	3	MEDIUM

	Brexit there is potential for these people to get caught in issues regarding nationality and citizenship.							
Adult Social Care	Public health legislation for a number of policy areas, in particular food safety and nutrition, tobacco, alcohol, radiation, environment, housing standards and chemicals in air, water and land safety, is drawn from established EU legislation, standards and regulations, with relevant directives transposed into UK legislation	Short term UK government is transferring EU legislation into UK law with longer term goal to review what will remain or be removed/amended	Not known at this stage	No	N/A at this stage.	3	3	MEDIUM
Children and Family Services	Public health legislation for a number of policy areas, in particular food safety and			No				

	nutrition, tobacco, alcohol, radiation, environment, housing standards and chemicals in air, water and land safety, is drawn from established EU legislation, standards and regulations, with relevant directives transposed into UK legislation							
Legal and Complaints	GDPR - Councils should review the data flows and transfer mechanisms to make sure there will be no breach in their data operations if there is a no-deal Brexit. This includes transfers of personal data from the EU to the UK and onward transfers of that data from the UK to third countries (in particular where contracts include clauses where transfer	Low as I do not think we transfer on to countries outside UK	Low	No	Need to review where data is held and sent to Need to develop expertise in Legal to advise	3	3	MEDIUM

	of data outside of the EU is prohibited).							
Legal and Complaints	<p>We service Internal customers and Schools. We anticipate an increase in legal work if customers are impacted.</p> <p>The breadth of our advice may change:</p> <ul style="list-style-type: none"> • Contract / procurement law advice • Employment advice • Eligibility of EU national services users • European arrest warrants • Asylum - Schengen agreement 	Low to Medium in terms of resource	Low	No	<p>Initial training / self-teaching of areas we do not have knowledge of</p> <p>Pooling knowledge with other local authorities</p> <p>Identifying key officers who will take lead on each area of responsibility.</p>	2	3	LOW

Department/ Service area	What is impacted	How is it impacted following a 'Brexit no deal'	What is the longer-term impact following a 'Brexit no deal'	Is the impact already factored into current planning or risk management?	Mitigating actions –	Impact Score	Likelihood	Risk Level
Risk Category 4: Suppliers/providers & Goods						4	4	HIGH
Resources	Data stored in servers based in the EU	None	Medium Risk - Potential cost if exchange rates change at point of re-procurement			3	3	MEDIUM
Communications Team	Frameworks of external printers and designers EU compliant – but no suppliers based in EU.	No impact.	No impact.	Will need to assess how procurement for new frameworks in 2019 would be impacted by no-deal.	N/A	1	1	LOW
Place – OPERATIONAL SERVICES	Waste management is regulated at EU level Small # of suppliers have high level of EU workforce	Potential difficulties disposing of waste, possible difficulties of staff getting to work and waste collection (fuel shortages)	Difficulties in staffing some service areas could lead to supplier collapse (e.g. housing repairs)	Not sufficiently	Tbc	3	3	MEDIUM

Place – OPERATIONAL SERVICES	Procurement rules	Unclear	Confusion about procurement rules – leading to either positive or negative changes			4	3	MEDIUM
Place – Capital Projects	Some of the materials used in capital projects come from overseas and would be difficult or expensive to source from UK	Unclear	Increase in material costs	We are watching and listening but not taking new steps to mitigate beyond exiting.	Large regen projects – cost risk is with our partners although our profit could be affected Elsewhere – cost increase probably lies with us.	3	3	MEDIUM
AD Youth and Service Development	Issues regarding procurement are heavily driven by EU law. Whilst no goods or services are bought from the EU for any of these services OJEU still applies for all issues of procurement. It is likely basic procurement rules will stay the same, but OJEU may or	Workers working for maintenance contractors if they are EU nationals may leave and this may mean that maintaining facilities may potentially become more difficult.	In the longer term it is likely that any problems will have been ameliorated as the country becomes use to the change e.g. sourcing parts from other nations or from the EU on WTO rules and getting home grown staff.	Nothing done in this regard yet as awaiting a council response. Issues regarding procurement and maintenance are central services in the council.	This will require whole Enfield approach.	3	3	MEDIUM

	<p>may not apply going forward.</p> <p>Suppliers may use people from other EU nations.</p>							
Adult Social Care	<ul style="list-style-type: none"> the regulation of medicines and devices procurement and competition law 	<p>A wide range of staff groups is likely to be affected, including lower-skilled workers and lower paid roles.</p> <p>The Social Care Sector is already at a tipping point (CQC) and provider failure would be inevitable.</p>	<p>It is likely that in future both NHS and social care providers will face increased competition from other industries, such as retail, when trying to recruit lower-skilled staff.</p> <p>Increased A&E attendances and delays in leaving hospital, with bed blocking</p>	No	<p>On-going monitoring of workforce issues with the hospital will take place at A&E Delivery Board.</p> <p>Regular Care Home and Domiciliary Care Practice forums will highlight emergency issues.</p> <p>Monitoring via weekly DTOC process and through performance monitoring and reporting systems.</p>	4	3	MEDIUM

Adult Social Care	<ul style="list-style-type: none"> the regulation of medicines and devices procurement and competition law Tariff free access to goods within the EU 	If no trade deal is agreed, the UK will fall back on World Trade Organization rules, which could see specific tariffs being imposed on some goods and services. In addition to any wider economic implications, this could increase the cost of many goods and services for the NHS and social care sector, and could also impact on supply, including of drugs and treatments.	It is expected that contingency arrangements being planned for currently (in/out of EU) will mitigate any impact with potential for short term increase in costs but longer term stabilisation	No	No specific issues have been identified regarding goods, however, this will require on-going review.	4	3	MEDIUM
Public health	Regulation of medicines (smoking, NHS health checks) Procurement and competition law	Delays in import of medicines	Delays in access, possible increased costs	NHS have £334m put aside for medical pipeline	Coordination with CCG / NHS but if a national shortage of medicines smoking and healthchecks may be deprioritised	4	3	MEDIUM

Children and Family Services	<p>There are a number of EU regulations that impact on the health and care system, including:</p> <ul style="list-style-type: none"> • The working time directive • procurement and competition law 	A wide range of staff groups is likely to be affected, including lower-skilled workers and lower paid roles.	It is likely that social care providers will face increased competition from other industries, such as retail, when trying to recruit lower-skilled staff.	No	ART and children’s commissioners to contact all providers to assure ourselves that services will continue to meet needs and BCP are in place.	3	3	MEDIUM
Children and Family Services	<p>There are a number of EU regulations that impact on the health and care system, including:</p> <ul style="list-style-type: none"> • the regulation of medicines and devices • procurement and competition law 	If no trade deal is agreed, the UK will fall back on World Trade Organization rules, which could see specific tariffs being be imposed on some goods and services. In addition to any wider economic implications, this could increase the cost of many goods and services for the NHS and social care sector.		No	Continue to monitor situation via professional networks	2	3	LOW

<p>School Early Years Improvement Service</p>	<p>Currently the education system is significantly supported by teaching and support staff who are overseas EU nationals.</p>	<p>Provision likely to respond to emerging shortages in particular vocational areas. What skills will be needed in the UK outside of EU influence.</p> <p>Teaching staff shortages as teaching/support staff depart the UK</p>	<p>Provision likely to respond to emerging shortages in particular vocational areas. What skills will be needed in the UK outside of EU influence.</p> <p>More community-facing organisations established to support vulnerable ‘import families’ may see funding disappear if currently provided by EU programmes.</p> <p>Many private, voluntary and independent sector early years providers employ EU staff. A reduction here may have a knock-on impact on sufficiency.</p>	<p>To a certain extent</p>	<p>Include the potential impact of Brexit on our yearly refresh of the Childcare Sufficiency Assessment.</p>	<p>3</p>	<p>4</p>	<p>MEDIUM</p>
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SEP & AM	Increased material costs	Increase in costs for building projects with a consequential reduction in planned work	Smaller number of projects affecting the Council's statutory obligations to deliver school places	Insufficient data to plan accurately	Contingency will be increased to try and offset and cover the risk this will result in fewer projects. Risks will be incorporated in scheme risk registers and budgeted and mitigated on a case by case basis	3	4	MEDIUM
Legal and Complaints	Specific to Legal no major supplier / provider issues <ul style="list-style-type: none"> To the extent that all employees are affected. Import and exports would be affected 	Low Cannot assess	Low Cannot assess	No	None needed	1	1	LOW
Resources	EU procurement regulations, and how this impacts on procurement process	None	Changes in processes for procurement			3	3	MEDIUM

Department/ Service area	What is impacted	How is it impacted following a 'Brexit no deal'	What is the longer-term impact following a 'Brexit no deal'	Is the impact already factored into current planning or risk management?	Mitigating actions –	Impact Score	Likelihood	Risk Level
Risk Category 5: Community						5	3	MEDIUM
Communications Team	Residential status of EU Council employees and EU workers for local businesses will potentially be impacted.	Increased requirement for information on extending residential status for affected Council employees and affected borough workforce.	Potential impact on service levels provided by services within the Council and ability of Council regeneration programmes to deliver on time due to EU workers leaving the country. Potential wider impact on local economy.	Watching brief.	In case of no deal will need to 'flex' existing comms resources - reducing other comms activity to allow for greater focus on impact of Brexit.	3	3	MEDIUM
Place – OPERATIONAL SERVICES	EU-resident encampment	Possible reduction in demand for planning services, also possible positive and negative impact on demand for council	Possible reduction in EU citizen requests for support. Possible increase in homelessness	Not sufficiently		2	3	LOW

		housing or homelessness	arising from economic changes.					
Place – Capital Projects	Housing market – resident willingness to purchase/rent	Probable slowdown of housing market	Unclear			4	3	MEDIUM
AD Youth and Service Development	A proportion of clients are EU nationals themselves or the children of EU nationals. In the event of a no deal these clients could become like any other foreign national.	This could have potentially quite complex ramifications e.g. regarding access to public funds or deportation after order end etc.	The YOU could potentially see less clients. Finding work for remaining YOU clients could be slightly easier if fewer EU nationals are employed by local employers there is potential for YOU clients to have more chance of employment. Dealing with EU nationals would become like dealing with other foreign nationals so could be more problematic e.g. access to public fund issues etc.	In the more long term any negative and positive effects of the leaving the EU (as they pertain to the YOU clients) will likely balance themselves out and have very limited effect.	Research has started regarding level of issue and from that research a plan will be developed.	2	2	LOW
Adult Social Care		Increased levels of anxiety and stress amongst population	The Department is engaging with providers of	No	Care teams will continue to review	2	3	LOW

		including those who may already be prone to mental ill health, disability and illness.	services in order to manage any uncertainty real or perceived around ongoing arrangements		clients at risk of increased anxiety.			
Public health	Working rights legislation Environmental standards Air Quality legislation Weakening of intelligence systems to monitor terrorism. Delayed access to medicines Reduction in medical staff	Delayed / cancelled access to healthcare.	Workers rights likely to be weakened. Environmental standards weakened.	No	Coordination with NHS but difficult to foresee a solution.	3	3	MEDIUM
Children and Family Services		Increased levels of anxiety and stress amongst population including those who may already be	More families increased poverty, increased stress and pressure, increase	No	All LAC children affected have been identified and will	3	3	MEDIUM

		<p>prone to mental ill health, disability and illness.</p> <p>Increasing poverty as goods become more expensive.</p> <p>Possible increase in hate crime and discrimination.</p>	in family breakdown.		<p>be supported as required.</p> <p>We will continue to monitor matters and respond accordingly using statutory and support frameworks</p>			
School Early Years Improvement Service	As an EU member state – the population of Enfield is a direct result of freedom of movement across the EU.	May be a sharp exit of families not keen to stay in a non EU friendly Enfield!	<p>Changing population, changing sector influence on post 16 employer responsive education.</p> <p>There may be a reduction in the number of children accessing early years funded places.</p>	To a certain extent		3	2	LOW
SEP & AM	Schools	Unable to deliver condition works putting schools at risk of closure	Increasing backlog of school condition works	Insufficient data to plan accurately	Contingency will be increased to try and offset and cover the risk this will result in fewer projects. Risks will be	3	3	MEDIUM

					incorporated in scheme risk registers and budgeted and mitigated on a case by case basis			
Public health	Non-sharing of information on potential terrorist threats.	Unknown	Unknown	No	None	5	2	MEDIUM